Leadership Matters *DHS Leader Development Program*

"People almost never change without first feeling understood." – Douglas Stone

Tip of the Month:

Seeking options for your Cornerstone Continuous Development 12-hour requirement?

Check out these Skillsoft courses:

Basics of Managing Employee Development

ID: amg_02_a02_bs_enus

Use Delegation to Develop Your Team

ID: mgmt_39_a04_bs_enus

News You Can Use

The DHS Coaching Collaborative – check out the Coaching Talent Bank and invest in your success!

Have you thought about a rotational opportunity? Go to the Homeland Security Rotations Program.

Want to know more about Cornerstone, Keystone, or Capstone? Visit the DHS Leader Development Program.

Did you know that the LDP identifies targeted development for Team Members and Team Leads?

Don't forget, seasoned DHS Leaders must complete 12 hours of Leader as Teacher "Give Back" **–** write a blog, be a mentor, hold a brown bag lunch….

Questions? Contact your component LDP Action Officer or email LeaderDevelopment@hq.dhs.gov.

Got a minute (…or three?) Check these out!

Points to Ponder

"Learning" isn't about a course – it's about a course of action!

[Developing Others]

Video (3 minutes)
Bookid = 115275

[Identifying Strengths in Yourself and Others]

Video (4 minutes)
Bookid = 69326

[Leaders Start to Finish: A Road Map for Developing …]

LEADERS Start to Finish

Book (329 pages)
Bookid = 46296

[Engaging Millennials for Ethical Leadership: What Works For …]

Engaging Millennials for Ethical Leadership

Book (240 pages)
Bookid = 80946

Basics of Managing Employee Development

(Access Skillsoft through Skillport using the single sign-on; once in Skillsoft search in the upper right hand corner using title, author, or ID.)

Step 1: Complete the course Managing Employee Development (ID: amg_02_a02_bs_enus) This course details tactical strategies for developing your employees including assessing their development needs. Also covered are methods for creating a development plan with your employees based on their individual requirements, and ways to support the development plan by creating opportunities for practice and growth in skills and abilities.

Step 2: Ask yourself the following questions:

- What first comes to mind when you think of talent development
- How capable are your employees of taking on new roles on short notice?
- What experiences in your life have taught you the most or added to your skills resume the most?
- How many of your staff move on to different roles in the company? How can you prepare them?

Step 3: Complete these ideas for action below:

- Identify actions you can take to provide ongoing support to employees' development
- Look to the future—where will your employees go next? What positions will they hold? Talk to them to find out what career path they are pursuing.
- Shuffle some jobs duties around between your employees. Not only will they develop new skills, but they'll learn an appreciation for what other employees contribute to the team.

Do You Know: Employees were much more likely to feel positive about their individual growth and development if their manager had done a good job of reviewing and discussing their individual performance, provided them regular feedback and giving the employees stretch assignments. 1 Forbes.com / Joe Folkman The 4 vital keys to Developing others.

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Real World Research

In the "Basics of Managing Employee Development" a key aspect of managing is developing your employees, which involves not only coordinating their work but also empowering them and providing opportunities for growth. This course details tactical strategies for developing your employees including assessing their development needs. Also covered are methods for creating a development plan with your employees based on their individual requirements, and ways to support the development plan by creating opportunities for practice and growth in skills and abilities.

Outcome

It's important to remember that the real benefits of employee training should be seen as a progression. That is, where performance improvements in individuals progress throughout the entire organization.